

MILPERSMAN 1910-156

SEPARATION BY REASON OF UNSATISFACTORY PERFORMANCE

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1. **Separation Authority (SA)**. Refer to MILPERSMAN 1910-704 to determine SA. When an administrative board is held, refer to MILPERSMAN 1910-710 for guidance in determining SA.

2. **Policy**. Members may be separated when they are unqualified for further naval service as demonstrated by any of the following reasons:

a. Receipt of an enlisted performance evaluation with one or more 1.0 marks in any performance trait. Counseling per note 1 must be completed and subsequently violated. Physical fitness assessment failures must be processed under MILPERSMAN 1910-170.

b. An overall 2.49 cumulative performance mark average for two consecutive evaluations. Counseling per note 1 must be completed between evaluations.

c. Promotion recommendation less than **promotable** with no improvement in the recommendation (i.e. significant problems to progressing) for two consecutive cycles. Example: member receives two consecutive **progressive** evaluations. Counseling per note 1 must be completed between the two evaluations.

d. Loss of Navy enlisted classification (NEC) Code for other than medical reasons. Counseling required by note 1 must be completed prior to loss of NEC.

e. Sailors who execute orders for conversion, and subsequently fail to complete the formal training required

assigned via Perform to Serve program. Counseling required by note 1 must be completed prior to failure and the member must be given the opportunity to overcome noted deficiencies.

f. Denial or revocation of security clearance, thereby precluding ability to perform duties in assigned rating. For information regarding rate conversions see MILPERSMAN 1440-010. Member must sign the Letter of Intent or be counseled per note 1 prior to processing.

g. Sailors who lose their ability to carry or handle weapons in the performance of their duties due to the Lautenberg Amendment qualifying conviction for misdemeanor crimes of domestic violence. Counseling required by note 1 must occur prior to separation processing and it is recommended to be completed upon reporting aboard their command for duty.

Note 1. Administrative remarks counseling/warning that specifically addresses deficiencies (i.e., performance of assigned tasks and duties in a manner that is not contributory to unit readiness and/or mission accomplishment, and /or failure to maintain required proficiency in rate as evidenced by ...) must be documented on a NAVPERS 1070/613 (Rev. 07-06), and must have been violated.

3. Policy Exception

a. If the member is in entry level status as defined in MILPERSMAN 1900-010, a process under entry level performance and conduct per MILPERSMAN 1910-154.

b. Do not process under this article if the member qualifies for misconduct processing.

c. At the SA's discretion, members may request separation under MILPERSMAN 1910-102, if member does not qualify for misconduct processing.

4. Procedures. The notice of notification procedure per MILPERSMAN 1910-402 shall be used to process the member for separation.

5. Characterization of Separation. The characterization of separation should be **General under honorable conditions**, unless an **entry level separation** per MILPERSMAN 1910-308, or **Honorable** per MILPERSMAN 1910-304 is warranted.